



Join Us

Become a consultant
for one of the premier
organizations in the
human-talent consulting
industry.

We require a unique combination of business experience and psychological background in our consulting staff.

Working at RHR means helping the world's top executives lead more effectively. That's all we do. We have no ancillary services to sell, so we can put the interests of our clients first. Our unique people, culture, and services set us apart from other firms. If that appeals to you, then we'd like to hear from you.



What You'll Do At RHR

Have real impact when the stakes are high

Our consultants make a difference at the top. By helping senior executives lead more effectively, we also impact those who rely on them for products, services, and employment. We take pride in giving clients the guidance they need to succeed.

Work with the best

RHR is exceptionally diligent about consultant capability and cultural fit. Our consultants join an amazing group of industry-leading consultants who are motivated by excellence, teamwork, and continuous development. We learn from each other every day.

Deliver creative solutions

Clients don't come to us for easy, off-the-shelf answers. Combining business knowledge with psychological insights, we find unique solutions to complex leadership challenges that transform companies and careers.

Thrive on diverse assignments

We tackle the most interesting leadership challenges for influential executives across a wide range of industries and geographies. No two assignments are alike.

Professional Development

RHR considers professional development to be an important element of each consultant's experience with the firm. The content of what you'd be working on depends on your personal needs, the stage of your career, and your professional curiosity and could include:



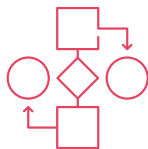
Core practice
skills



Preparing for a
leadership role



Business
development



Advanced and
specialized services



Keeping fresh; staying
abreast of best practices

The foundation of our approach to professional development is direct mentoring by senior members of the firm in the context of an individual development plan. This is augmented by a series of core practice workshops, customized e-learning modules, a vibrant intranet containing examples of best practices, and financial support to attend conferences and build your professional library. We are proud to be an APA-approved sponsor of continuing education, which allows you to earn CE hours directly through RHR.

Employee Benefits

Competitive Compensation

Compensation is dependent on your knowledge, experience, and expertise. Paid vacation, holiday, and sick time are also provided. A business development and education program provides RHR consultants with financial incentives to purchase and increase their understanding of business technology. Licensing support is also available where applicable.

Health and Dental Insurance Coverage

RHR offers eligible employees and their dependents the opportunity to enroll in comprehensive medical and dental plans. These plans provide coverage beyond basic medical and dental needs, with eligibility extended to include domestic partners. Vision components are included.

Life Insurance Coverage

Group term life insurance and accidental death and dismemberment are provided with the annual premium paid for by the company.

Disability Coverage

RHR's short-term and group long-term disability plans provide financial protection for you by paying a portion of your income if you become disabled.

401(k) and Retirement Plan

The RHR savings and retirement plan includes three components: employee contributions (salary deferrals), RHR employer match contributions, and RHR profit-sharing contributions. Employee contributions may be made on a pre- or post-tax (Roth 401(k)) basis. The employer match and profit-sharing contributions are vested based on years of service, with complete vesting occurring in three years. Salary deferral contributions are immediately 100% vested.

Flex Spending

The RHR Section 125 flexible spending account (FSA) plan allows you to reduce your regular monthly compensation by an amount (within limitations) that you plan to spend for certain medical and dental expenses, dependent care expenses, and medical and dental insurance premium expenses. By taking advantage of this benefit, you likely will be able to reduce the amount of income tax you owe.

Detailed information will be provided in later stages of the interview process.

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We shape leaders,
leaders shape **the world.**

